

aractech

Global Learning for Operational Leaders



HUMAN RESOURCES AND TRAINING | HRT-021

Lean Performance & People Capacity Development

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Course content

Why Attend

The concepts from Lean Management have been effectively applied in managing teams in some of the most demanding industries like software development, manufacturing, construction and many others. This is due, in the larger part, to the simple methodology to understand and instant impacts when implemented properly.

Similar to almost everything in life, the first steps in Lean Management are the most difficult and become major hurdles for majority of implementation failures by teams. The obligation is on the team leaders to create an environment and the systems conducive for employees to assume responsibility for the practices, behaviours and thinking optimize on improvements made with lean. Inspired by observations, practices and values from Toyota, this workshop will examine the role of team leaders in the development of ecosystems capable of successful lean performance.

Course Methodology

Course Objectives

- Identify and assess the organization's management environment for successful and sustained lean performance, individually and operationally
- Describe their roles, and problem-solving responsibilities that create and maintain a lean environment in the context of the strategic priorities of their organization
- Optimize the functions of the lean tools in supporting successful performance
- Identify and prioritize the core competencies needed by people working in a lean operation
- Apply the management behaviours that encourage responsibility and enhance employee thinking and initiative
- Identify the difference between On-the-Job Training (OJT) and Development (OJD) and classroom training and recognize the function of each in a lean context

Target Audience

- This Lean Performance & People Capacity Development training course is suitable for a wide range of professionals but will greatly benefit:
 - Departmental managers/function heads
 - Lean facilitators and coordinators who directly support in the lean transformation efforts

Course outline

Detailed course outline

Day-by-day outline for Lean Performance & People Capacity Development.

Day 1 - Key Concepts of Lean

- Introduction to the Lean Management
- 5 key Lean principles: value, value stream, flow, pull, and perfection
- Establishing Long-Term Purpose
- Lean Process Improvement & Excellence
- Respect, Develop and Challenge People & Partners
- Problem solving and continuous improvement cycle

Day 2 - Leaders' Roles in Building Lean Organization

- The lean leader, and lean leadership rules for sustainable implementation
- What does a lean manager do in people development?
- The four main elements of lean leadership
- The different leadership styles
- The Manager's partners in development and their roles
- The three levels of processes and practices necessary to develop people

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Day 3 - Enabling Performance and Development Environment

- Optimizing operational efficiency by manipulating operator and layout interfaces
- Defining role and performance requirements in a value stream and strategic context
- Applying lean tools and practices to create capable systems that enable successful performance
- Distinguishing the normal from the abnormal
- Leading by defining purpose and delegating responsibility
- Establishing and sustaining problem-solving responsibility

Day 4 - Opportunities for the Development of Core Capabilities

- Issuing a description of core lean capabilities by level
- Selecting on the basis of core capabilities and role readiness
- Offering roadmaps of education in role and required capabilities by level
- Using role clarification in performance planning and goal setting
- Connecting performance and development in a performance planning and review process
- Deploying rotation and short-term assignment to spur development

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Day 5 - Using OJT and Assigning Challenging Projects for Competencies Development

- On-the-Job Training (OJT) vs. On-the-Job Development (OJD) and education
- The assessment of capabilities and needs of the individual performers
- The basics of problem solving and job handling capabilities
- Providing opportunities for working out-the-box or silo
- Key concepts in coaching and mentoring roles
- Making requirements and supporting individual learners' self-reflection

Seminar dates

Available seminar dates

Live dates and pricing for Lean Performance & People Capacity Development generated from the course details page.

Date	Location	Format	Fee
15 - 19 June 2026	London	Classroom	€2,940
20 - 24 July 2026	Istanbul	Classroom	€1,995
3 - 7 August 2026	Vienna	Classroom	€2,975
7 - 11 September 2026	Barcelona	Classroom	€2,695
12 - 16 October 2026	Paris	Classroom	€3,150
9 - 13 November 2026	Frankfurt	Classroom	€2,275
14 - 18 December 2026	Barcelona	Classroom	€2,695

Live online option

Online delivery is available at €1,250.